

## FISCAL NOTE

### SB 1014 - HB 1394

April 9, 1997

**SUMMARY OF BILL:** Creates the *State Employees Inclement Weather Leave Act* which establishes an inclement weather leave policy for state employees, **excluding** executive department employees within any job classification deemed to be essential to the immediate preservation and maintenance of public health, safety and/or security; and further excludes any employee of any public university or college. Authorizes the Legislative Department, the Judicial Department, the State Board of Regents system, and the University of Tennessee system to design and implement a similar program.

Under the bill, if inclement weather conditions are present, the designated personnel officer for the district may, after consulting with local law enforcement and the Department of Safety, authorize state employees with assigned work stations within the district to arrive late for work, leave work early, or remain at home for the day. The personnel officer would have to document the consultation with the department and law enforcement and promptly file the documentation with the Department of Personnel. An employee who is authorized by the personnel officer to leave early, arrive late, or miss work may claim inclement weather leave to offset missed work hours without reduction in pay or loss of annual leave, but no employee would be awarded more than 30 hours of inclement weather leave during any calendar year. On or before January 15, 1999, and each year thereafter through 2003, the Commissioner of Personnel would report to the governor and general assembly the department's analysis of the overall impact and any recommendations for the future.

### ESTIMATED FISCAL IMPACT:

#### Increase State Expenditures - Not Significant

Presently, the Governor has the authority to determine if weather conditions warrant the closing of state offices with employees granted administrative leave for the time offices are closed and with essential employees who must report to duty receiving compensatory time in addition to their regular pay. The above estimate assumes that any closing of state offices by designated personnel will occur to the same extent as current practice in regard to closing of state offices in inclement weather.

The University of Tennessee and the Tennessee Board of Regents would not be significantly impacted by the bill since they currently have in place policies that address closings due to inclement weather which are similar to the policy described in this bill.

### CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.



James A. Davenport, Executive Director

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